

Dokument ID P-1.8	Utgåva 9	Dokumentnamn WORK ENVIRONMENT POLICY	Sida 1 av 1
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## WORK ENVIRONMENT POLICY

NordiQ shall actively work for a good working environment and be a safe, secure and attractive workplace. To achieve this we shall:

- ensure that all staff are familiar with this policy and are involved in to create a safe and pleasant working environment.
- keep abreast of applicable laws and regulations within the work environment area, and ensure that these are complied with.
- follow local legislation and other agreements regarding working hours, vacations, wages and other benefits.
- make risk assessments and action plans to reduce the risk of fire and other emergencies.
- install fire protection equipment in all areas.
- prevent accidents, occupational injuries and an unhealthy workload physically or mentally.
- have zero tolerance towards offensive discrimination, sexual harassment and discrimination.
- work for increased health and well being.
- be a drug- and smoke-free workplace.
- Make sure all employees are using the provided work clothes and safety equipment.
- Make sure all machines and equipment are safe and fulfil applicable legislation
- Make sure all work places are ergonomically designed and equipped with suitable aid to prevent injuries.
- make use of employees' skills and give them opportunities to develop and take responsibility for their own work.
- ensure transparent and ethical recruitment process.
- prevent the spread of disease by following restrictions and guidelines from national and regional authorities.
- ensure a safe and healthy handling of chemicals and biological substances.
- constantly strive for improvements in the working environment.
- train, motivate and make sure all our suppliers also follow this policy.